



Third message from the President
July 28th, 2021

IMSA Colleagues,

I hope your summer continues to go well doing what you enjoy most. Perhaps you are keeping an eye on the Olympics, a great symbol that our whole world is trying to bring community together again safely. I am excited to share that I have a former student who swam in the 4 x 200 men's freestyle relay. In my family, we've also been keeping a watchful eye on the baseball season, even though our team is having a tough year. Yes, we are Cubs fans. I can imagine the cheers and jeers as you read this news. I took Luke to his first game at Wrigley Field last week and he loved it.

I can't wait to see IMSA sports teams to remind us we are all on the same team. For now, I'd like to share some updates on three important priorities:

Deeply Understand IMSA and the People Who Make it Amazing

Thank you for making it to office hours and sharing your stories, your ideas and your worries. I learned there is an IMSA archive filled with rich history, and of course that'll be more meaningful when more storytellers arrive. You, of course, contribute to that history. In my office hours, in addition to sharing their love of their subject, students and department mates, our colleagues offer a desire for a stronger culture. I know it's been tough on so many of you this past year at a distance. I want to offer that we fully desire to be *United* in our work together, and I'm open to hearing your thoughts on how we can move in that direction. You can share ideas in person at upcoming office hours, and certainly send me an email with ideas if you can't attend.

CHOOSE FROM THE OFFICE HOURS BELOW:

[On-Campus Office Hours](#)

[Virtual Office Hours](#)

Re-open School in Person, not Just Operationally in a Safe Manner, but also Culturally

I'm so thankful to the IMSA faculty and RC councils for working with the school management team in coming to a joint agreement on health and safety standards for the return to in-person learning and working. That was real exciting news for our community. I know our students participating in summer programs have been delighted to be back. Soon you will receive the Return to Learn and Work plan which outlines our procedures for launching the school year. Thank you to our Return to Learn and Work Committee for their non-stop dedication and preparation. In the year ahead, you should expect we will have some adjusted protocols to ensure we are implementing health and safety precautions, and we will include time at our Community Day to offer an overview and respond to questions. The best way you can help our health and safety efforts right now is to get vaccinated and report it to vaccine@imsa.edu.

Build on Our Equity and Excellence Plan

Over the past two weeks, I have been engaged in conversations with colleagues about how they view their work with an equity lens. Part of the work to get better is to improve our cultural competence as a foundation to understand what it means to have an equity lens. Organizational cultural competence is a dynamic, ongoing process that requires intentionality and effort to ensure IMSA's culture, policies and practices create a sense of belonging and opportunities for success for all students and colleagues, especially those who have been historically marginalized. I've loved hearing stories from faculty on the assignments they have created and support structures they've provided to raise awareness and respond to students in need. You are doing such important work, and we should continue to get better so that, as our mission proclaims, all students are nurtured and ignited at IMSA. For my own learning, recently one of our Board members recommended the book, *A Quantum Life* by astrophysicist Hakeem Oluseyi, about his life challenges and journey in becoming a scientist ([see a short interview](#)). I wonder, through his story, if we can gather additional insight to support our students who have traveled challenging roads prior to IMSA.

I would like to close with gratitude to our many colleagues who have been running our important extension programs, such as those for younger students from the Center for Teaching and Learning as well as rising 10th graders in Excel, and to our facilities and securities team for ensuring our students have been safe and in good health. You've shown we are equipped to return and bring back the buzz of

excitement with our students. Thank you for leading the way.

Titans Together,

Evan

Dr. Evan M. Glazer

President

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